

Avonreach Academy Trust

Senior Leadership Pay (over £100K 2024-25) – statutory reporting

Trustees recognise that they are governing a publicly funded organisation and it is their responsibility to ensure that leadership pay and the leadership structure is in keeping with the Nolan principles of public life; affordable and sustainable in the long term and appropriate for the level of responsibility.

Principles for Remuneration

Trust Remuneration for senior leaders is guided by the following principles:

Transparency – senior staff should expect that salaries will be published,

Proportionality – alignment to salary levels across the whole trust; comparison within the education sector,

Performance – monitoring performance is a key component of any pay decision.

Head Teacher Pay

Pay for the Headteachers is proposed by the Chief Executive Officer and set by the Trust Board following recommendation by the HR & Wellbeing Committee. Headteachers' pay is subject to a cap. Remuneration comprises pay, plus pension and annual leave. No other benefits are provided.

Bonuses, Benefits and other Discretionary Payments

Avonreach does not operate a bonus scheme as standard. Additional remuneration, such as bonuses or relocation, are applied only in exceptional circumstances. All staff are enrolled in the Teachers' Pension Scheme or the Local Government Pension Scheme. There is no provision for enhanced redundancy payments.

Publication

The Trust Board publishes all gross salaries of £100,000 and above on the Avonreach website. In the 2024/25 academic year, these were:

Pay Band	Number of employees
£100,001 - £110,000	2
£110,001 - £120,000	0
£120,001- £130,000	0